

## **2.4 Disability Statement**

**Last Revised:** December 2024

**Policy:** Piedmont Community College (PCC) does not discriminate on the basis of disability in the recruitment and admission of students, the recruitment and employment of faculty and staff, or in the operation of any of its programs and activities, as specified by federal laws and regulations.

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### **Purpose/Definitions:**

#### Purpose

The purpose of this policy is to ensure that individuals with disabilities are not discriminated against by PCC.

#### Definitions

Person with a disability – someone who:

- has a physical or mental impairment that substantially limits one or more major life activities,
  - has a history or record of such an impairment (such as cancer that is in remission), or
  - is perceived by others as having such an impairment (such as a person who has scars from a severe burn) [ADA.gov](https://www.ada.gov/).
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**Approval Authority/Monitoring Authority:** Piedmont Community College's Board of Trustees has approval authority for this policy. The Vice President, Administrative Services/CFO has monitoring authority for this policy.

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### **Procedure:**

#### Section 1: Accommodations

1.1. PCC encourages self-disclosure of disabilities as soon as possible to ensure that reasonable accommodations can be made.

1.1.1. Employees/applicants who would like to request accommodations for disability should contact the Human Resources Organizational Development Department by emailing [HR@piedmontcc.edu](mailto:HR@piedmontcc.edu).

- 1.1.2. Students who would like to request accommodations for disability should contact the Counselor/Advisor Accessibility Services by calling (336)322-2159.

## Section 2: Reporting

- 2.1. Individuals who believe the College has discriminated against them on the basis of disability should contact the Vice President, Administrative Services/CFO, who is the AA/EEO Officer of the College.
- 2.2. Please refer to Policy 2.3 Affirmative Action and Equal Opportunity Plan, Policy 5.20 Employee Grievance Procedure, and Policy 7.12 Student Grievance Process for additional information.

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**Legal Citation:** [29 U.S.C. §794](#), [ADA.gov](#)

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**History:** Effective January 1988; Revised January 2012; Procedural Revision June 2012; February 2021, December 2024